



SitRep 6

IMPORTANT AWARD UPDATE

In our previous updates, we approached the award negotiations with a simple claim. Our claim for both Awards is:

Permanent

- 2.5% wages increase passed on to you by 17 February 2020 regardless of when the Award is made
- No trade-offs on conditions
- Easier access to LSL by allowing single day absences
- Work part change of shift whilst on annual leave
- Introduction of intrastate definition and accompanying provisions within 12a
- Paid Domestic and Family Violence leave
- Update provisions surrounding conduct matters
- Updating parental leave to include same-sex partners

Retained

- 2.5% wages increase passed on to you by 17 February 2020 regardless of when the Award is made
- No trade-offs on conditions
- Easier access to LSL by allowing single day absences
- Paid Domestic and Family Violence leave
- Updating parental leave to include same-sex partners
- Update provisions surrounding conduct matters
- Special leave to apply when being stood down
- Special leave calculated using the annual leave method

In response to our representations made to date, FRNSW has revised its initial claim (see sit rep 26) and has significantly cut it down to;

- Removing the 28-day restriction on performing higher duties
- Treat an NMC absence as one occasion when taking sick leave for part of a shift
- Introduce a dual badge Ops Support Station Officer position to enhance career pathways

We have together, reached an agreement in principal on the following which is essentially the Unions entire claim:

- Introduction intrastate and accompanying provisions within 12a
- Paid Domestic and Family Violence leave
- Treat an NMC absence as one occasion when taking sick leave for part of a shift
- Easier access to LSL by allowing single day absences
- Updating parental leave to include same-sex partners
- Work part change of shift whilst on annual leave



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We have also reached an agreement outside of the Award to undertake quarterly meetings to review the Gartan system. Our claim around special leave provisions for the retained will also be addressed in an In-Order or other policy. Further our claim around updating provisions relating to conduct matters requires the involvement of other FRNSW representatives and will not be pursued this round.

So, what hasn't been agreed to?

1. 2.5% wage increase is not guaranteed

As things stand right now, Fire and Rescue NSW has not agreed to preserving the 17 February 2020 date so that the 2.5% government wage increase is passed on that date once the Award is made. Furthermore, they have taken the position that the increase will only be applied when consent has been reached or when the Award is actually made (whichever comes first). Having battled an unprecedented fire season, this response from FRNSW and the government is outrageous and a slap in the face. It is a blatant indication of how little value they place on the work that you all do as firefighters.

The Union filed an application in the Industrial Relations Commission, which was before by Acting Chief Commissioner Constant on Monday 17 February 2020. As part of these proceedings, we have agreed to a further and final meeting with Fire and Rescue NSW which will be held on Thursday 20 February 2020, with a view to address the remaining outstanding items.

2. Dual Badge Operational Support Position

FRNSW has put to us a proposal surrounding a Dual Badge Operational Support position and has provided us with a proposal. Agreement hasn't quite been reached here and FRNSW are now revising its proposal in light of our feedback. Your Union supports promotional pathways and we are continuing to further vet this claim to ensure that establishing such roles would actually benefit members.

3. Removing the 28-day restriction on the higher duties

FRNSW continues to push its claim to remove the 28-day restriction on higher duties. Your Union has consistently rejected this band aid approach which does not address the real underlying problem. FRNSW refuses to take this claim off the table.



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4. Reduction of Special Leave pay for Retained in the D&D Award

Both parties, earlier on in our discussions had agreed to roll over the D&D award and focus on the other two Awards, however late last week FRNSW tried to sneak through an amendment to cl 8.3.3 which would reduce the amount a Retained firefighter receives whilst stood down from duties pending the determination of their medical condition. This is another outrageous attack on firefighters when they are at their most vulnerable, which your Union will outright oppose.

Following our meeting on Thursday we will provide members with an update and together we will be making decisions moving forward especially if FRNSW do not change their position on your wages and conditions.

A handwritten signature in blue ink, appearing to read "Leighton Drury".

Leighton Drury
State Secretary